

6-22-1976

Board of Trustees Personnel and Employee Relations Committee June 22, 1976

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Date August 11, 1976
By: Robert B. Binswanger, Clerk

June 22, 1976
Bangor, Maine

Personnel and Employee Relations Committee

PRESENT: Chairman Francis A. Brown, Artemus E. Weatherbee, Carlton D. Reed, Thomas F. Monaghan, James H. Page and Stanley J. Evans. Staff: Patrick E. McCarthy, Robert B. Binswanger, Richard A. Eustis, Joanne R. Magill and Kenneth T. Winters.

Chairman Brown convened the meeting. The minutes of May 25, 1976 were approved as circulated. Mr. Brown announced that in the recommendation approved by the Board at the May meeting for the appointment of Dr. George Wood, the title of the position was inadvertently omitted. Dr. Wood was appointed to the position of Assistant Director for Medical Service at the Cutler Health Center, UMO.

Classified Employees Handbook. The Committee discussed the need to standardize classified employee policy and procedures before July 1, 1976. Mr. Weatherbee offered an amendment to a staff paper which is appended to the file of these minutes.

Mr. Weatherbee moved deletion of non-credit tuition waivers as an employee benefit. The motion was seconded. Mr. Weatherbee voted for the motion; opposed were Mr. Reed and Mr. Page. The motion failed.

Mr. Reed moved that the Committee recommend Board adoption of the handbook and exceptions as follows :

1. Effective June 23, 1976, the Board of Trustees adopt the original Classified Employee Handbook, dated April 1, 1975, with the system-wide policy revisions; all policies appended to this recommendation.
2. That, effective June 23, 1976, previous agreements affecting specifically identified regular classified employees will be honored with respect to the following employment conditions:
 - A. Allowing longevity increases to be based upon total campus longevity rather than specific job longevity at UMO and UMP/G.
 - B. Crediting past regular full-time service for rehired regular employees in computation of accumulated vacation once five continuous years are served at UMO and UMPG.

- C. Paying differentials of 20 cents per hour for shifts between 4:00 p.m. and 12:00 a.m. and 30 cents per hour for shifts between 12:00 a.m. and 8:00 a.m. for classified nurses at UMO.
 - D. Allowing two months paid child-bearing leave for full-time regular employees who have requested such leave prior to June 23, 1976, at all campuses.
 - E. Determining full-time regular employee status for purposes of employee benefits based upon less than forty (40) hours worked in a regularly scheduled workweek at UMO, UMPG, and UMF. Wages, however, will continue to be based upon actual number of hours worked.
 - F. Determining seniority as a maximum of nine (9) months for regular classified employees laid off prior to June 23, 1976, at all campuses.
 - G. Red circling rate of pay for regular employees whose original rate at the time of implementation of the Job Classification Program was above the designated rate at UMPG.
3. That, effective June 23, 1976, those classified policy revisions affecting faculty and professional staff will also be adopted for these groups of employees, specifically, the changes in the tuition waiver provision to include non-credit courses and in the child-bearing leave policy to a six-weeks' deferred paid leave.

The motion was seconded. Mr. Reed and Mr. Page voted for the motion. Mr. Weatherbee was opposed. The motion carried.

Collective Bargaining Seminars. The Chancellor recapitulated the seminars on Collective Bargaining which were conducted in May and June. He stated that a policy team had been formed.

Collective Bargaining Policy Statement. The Committee discussed a proposed policy statement on a collective bargaining position for the Board of Trustees. On motion of Mr. Reed which was seconded, the Committee VOTED unanimously to present the policy statement to the full Board.

Police Appointment. It was moved by Mr. Page that the Committee recommend Board approval of the appointment of Mark DeGregorio as police officer at the University of Maine at Orono effective June 23, 1976, in accordance with the provisions of Private and Special Laws, Chapter 532, Section 8A.

The motion was seconded and VOTED.

Appointment. On motion of Mr. Page which was seconded, the Committee VOTED to recommend that the Board appoint Jeanne Rogge Steele Public Information Specialist for the University of Maine at a salary of \$15,000 per year. The effective date of this appointment shall be June 28, 1976.

Adjournment.


Margaret R. Dexter
Clerk, Board of Trustees